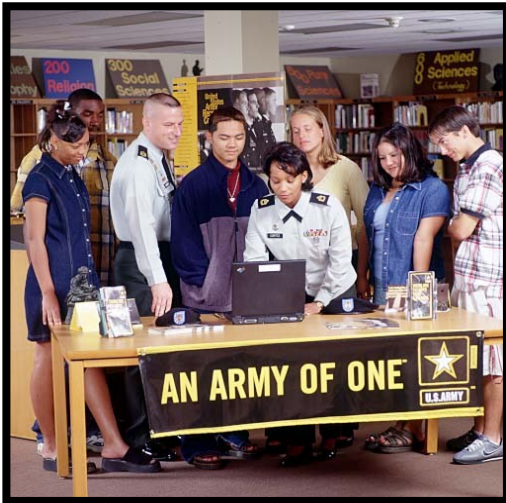


# **U.S. Army Accessions Command**

## **First Handshake to First Unit**



**Recruiting**



**Initial Entry Training**



**Leader Development**

**Accessions Research Consortium**

**22 May 2003**

# Creed Video



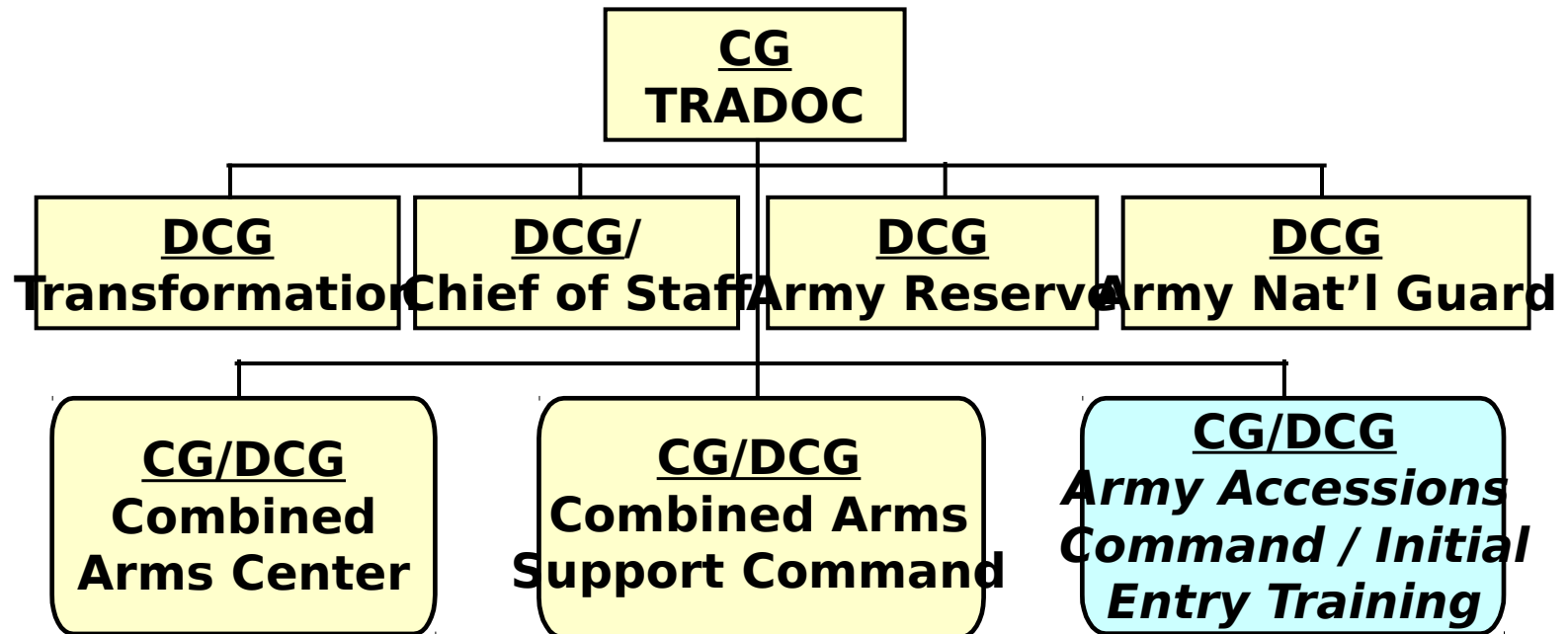
# Who Are We?



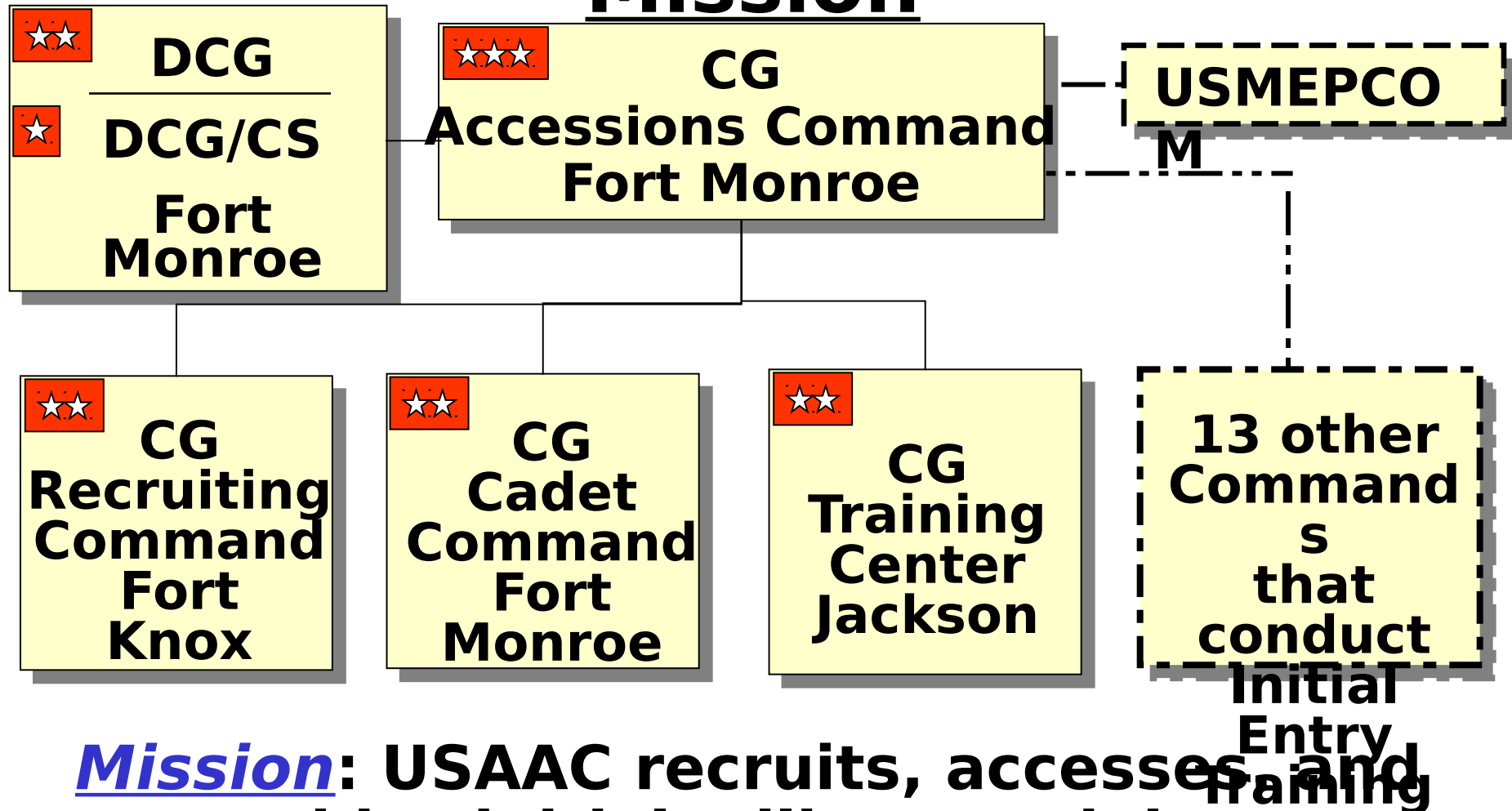
# Where AAC Fits Into

## **TRADOC** ~~TRADOC MISSION~~

**TRADOC trains the Army's soldiers and develops leaders, supports training in units, develops doctrine, establishes standards, recruits the force, and builds the future Army.**



# USAAC Organization and Mission



**Mission:** USAAC recruits, accesses, and provides initial military training to transform volunteers into officers, warrant officers, and enlisted soldiers for the Army.

# AAC

## Responsibilities

Conduct nationwide and OCONUS operations involving 1M prospects, 466K students, and 17K cadre and with a \$2B budget

personnel for the Army and Army Reserve

- Provide command and control for USAREC, Cadet Command, USATC-Ft. Jackson
- Train Recruiters, Drill Sergeants, and other IMT cadre
- Serve as the Functional Proponent for Initial Military Training

Basic Officer Leader Course (BOLC)

- Officer Candidate School (OCS)
- Warrant Officer Candidate School (WOCS)
- Recruiting and Retention School (RRS)

- Basic Combat Training/Advanced Individual Training (BCT/AIT)
- One Station Unit Training (OSUT)
- Drill Sergeant School (DSS)

- Provide oversight of One Station Unit Training (OSUT), Advanced Individual Training (AIT), and Basic Officer Leader Course III
- Establish strategies, standards and policies for BCT and BOLC II
- Develop pre-commissioning policy and establish pre-commission training tasks for ROTC, OCS, USMA, and WOCS [BOLC I]



**Our effort is focused on  
achieving this vision...**

**Provide the **Right Soldier,**  
at the **Right Time and**  
**Place,** with the **Right**  
**Competencies,** for the  
**First Unit** of Assignment**

# **Army Transformation & The Accessions Process**

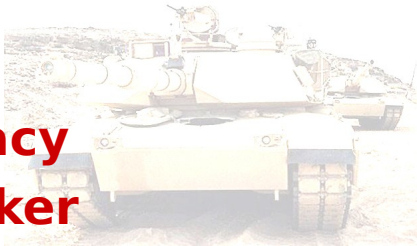




# ***Why must we transform the Accessions Process?***

- **There are three operating forces**

- **Legacy**
- **Stryker**
- **Objective**



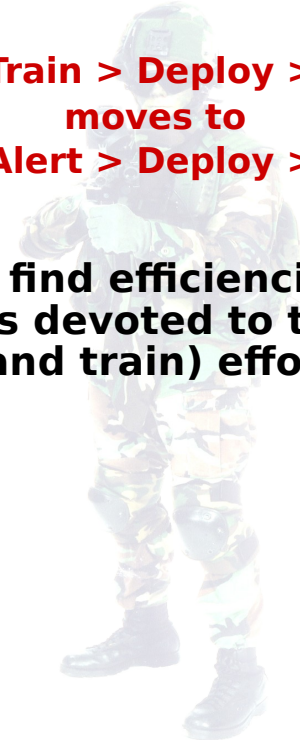
- **The operating environment has changed, demanding a different soldier**



- **The Operational Army has less time to deploy**

**-Alert > Train > Deploy >Train > Fight  
moves to  
-Train > Alert > Deploy >Fight**

- **We must find efficiencies to reduce resources devoted to the accessions (recruit and train) effort**



***We must drive our organization to achieve this purpose***

# is is the Objective Force Soldier we need....

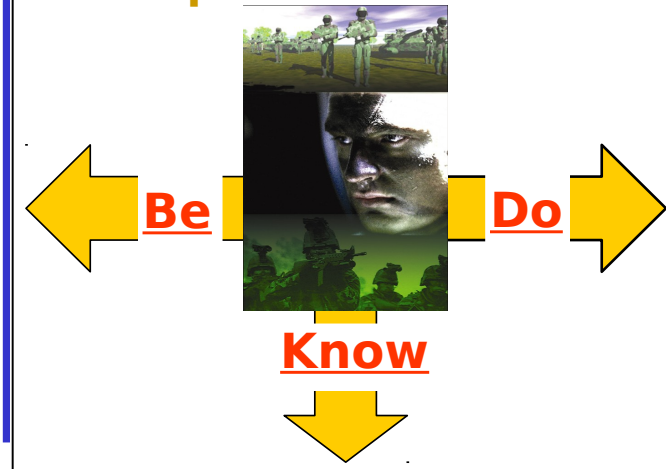
**A Soldier of character, imbued with a warrior spirit, persuasive**

## Values

- Loyalty
- Duty
- Respect
- Selfless Service
- Honor
- Integrity
- Personal Courage

## INVINCIBLE IN WAR!

**Centerpiece of Warrior Culture**



## Actions

### Operating

- See first
- Understand first
- Act first
- Finish decisively

### Interacting

- Listen
- Speak

### Improving

- Grow
- Achieve

## Characteristics

- |                      |                          |  |
|----------------------|--------------------------|--|
| ▪ Warrior ethos      | ▪ Leader potential       | ▪ Adaptive learner                                   |
| ▪ Self-disciplined   | ▪ Disciplined initiative | ▪ Decisive   |
| ▪ Active team member | ▪ Self-aware             | ▪ Sound judgment                                     |
| ▪ Proactive          | ▪ Dominates situations   | ▪ Versatile  |
| ▪ Self-motivated     | ▪ Deployable mindset     | ▪ Expert in warfighting & use of emerging technology |
| ▪ Confident          | ▪ Self-reliant           |  |

# ... and we are to field the Objective Force this decade.

**TODAY**

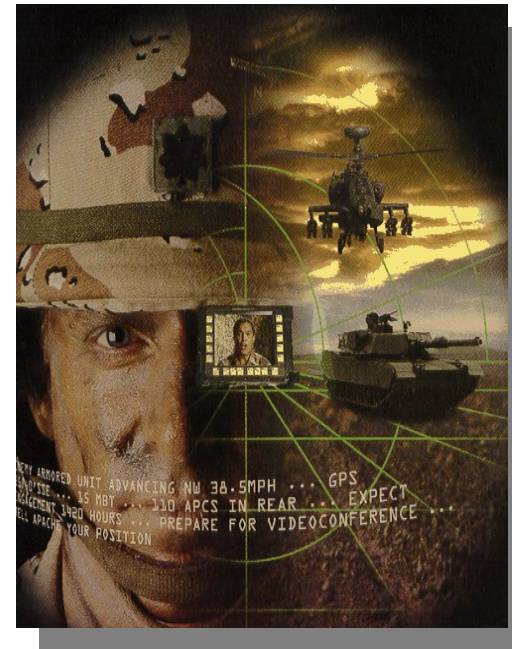
**4 Years**



- 2006 - Institutional Army Prepared to Field Objective Force S
- 2007 - Start fielding Objective Force Soldiers for the Unit of
- 2010 - Initial Operational Capability First Unit of Action

# **... then these are the things we must do**

- **Re-look existing processes and organizations**
- **Recruit and train a soldier/leader of significantly greater capability**
- **Leverage linkages between Recruiting, Assessment, Initial Entry Training, and Initial Assignments**
- **Transform the way we train and assign soldiers**



# How We Will Recruit

- ***Find the Prospect*** who can develop into the Objective Force Soldier - *assessment*
  - Personality/Adaptive screening
  - Medical diagnostic evaluation and qualification
- Match Prospect's ***Skills & Desires*** to MOS
- ***Real time*** sales
- ***Mobile, networked*** recruiter
- Web-based, ***self-processing***
- ***Cyber*** Recruiting
- Recruiter ***Selection*** and ***Training***
- Pre-conditioning

# How we will Train

- Values based, Warrior Ethos imbued
- **Experiential learning** under battlefield conditions
- **OSUT like** for enlisted training - BOLC I, II, III progression for LTs
- Train the **competencies** required by the **first unit**
- **Retain this prospect through IMT & First Term of Enlistment**

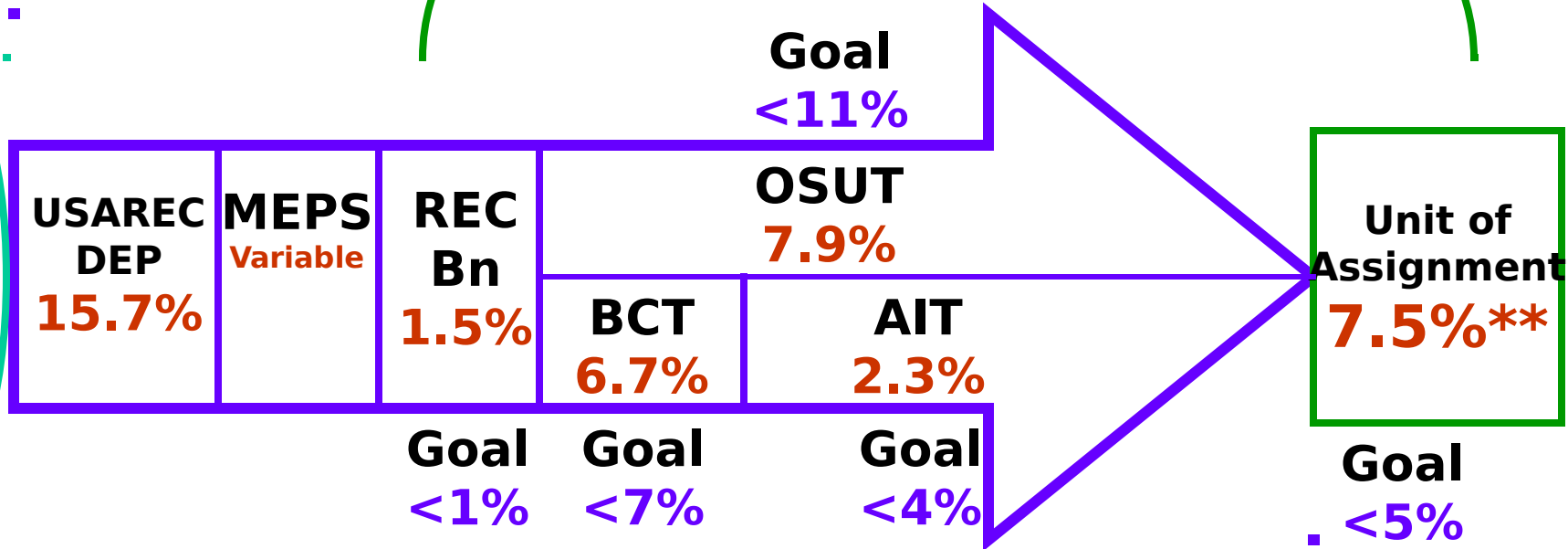
# How We Will Train

## 1st term Attrition--losing what we paid for!

**First-Term COHORT Attrition = 32.8%**

(0-36 months projected)

Volunteer



- ★ 1% reduction in Training  
Base yields ~ 700
- ★ 1% reduction in Unit  
Attrition yields ~ 1,300

\* 12 Month Moving Average as of Mar 03

\*\* 12 Month Moving Average as of Feb 03

# Center for Accessions Research





# **Center For Accessions**

## **Research**

### **Mission**

**The Center for Accessions Research (CAR) is responsible for strategic level (market, human, operations, and systems) research, studies and analysis of the accessions process prior to first contact with the market, through recruiting, processing and Initial Military Training.**

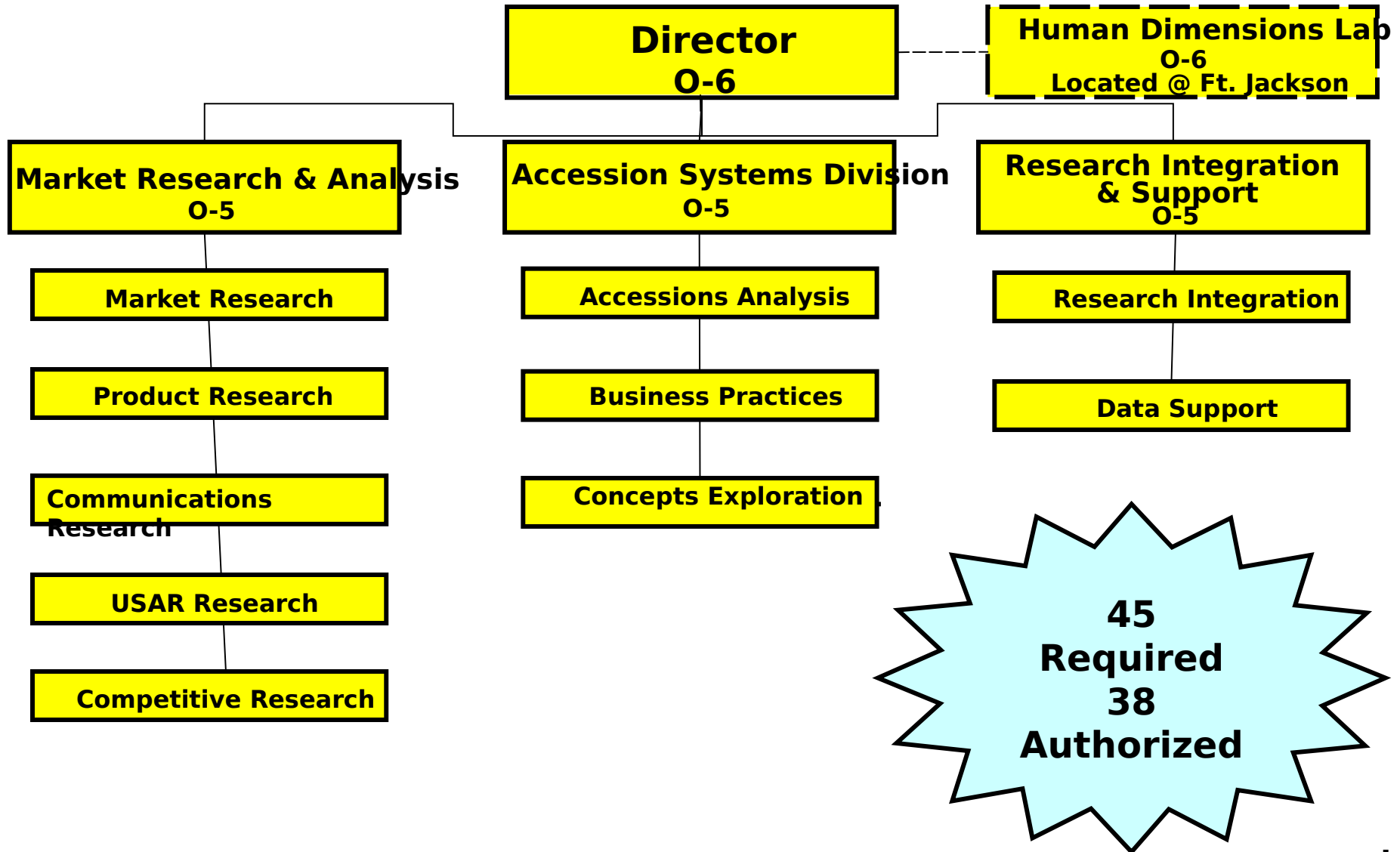
# **Center for Accessions**

## **Research**

### **Functions**

- **Plans, coordinates, and integrates accessions research**
- **Conducts market studies and analysis to support national market strategies and subordinate command missions**
- **Develops future concepts, synchronizes and integrates initiatives and provides innovations**
- **Analyzes the efficacy of the accessions systems**
- **Provides analytical support in testing and experimentation**

# Organizational Structure



# Human Engineering

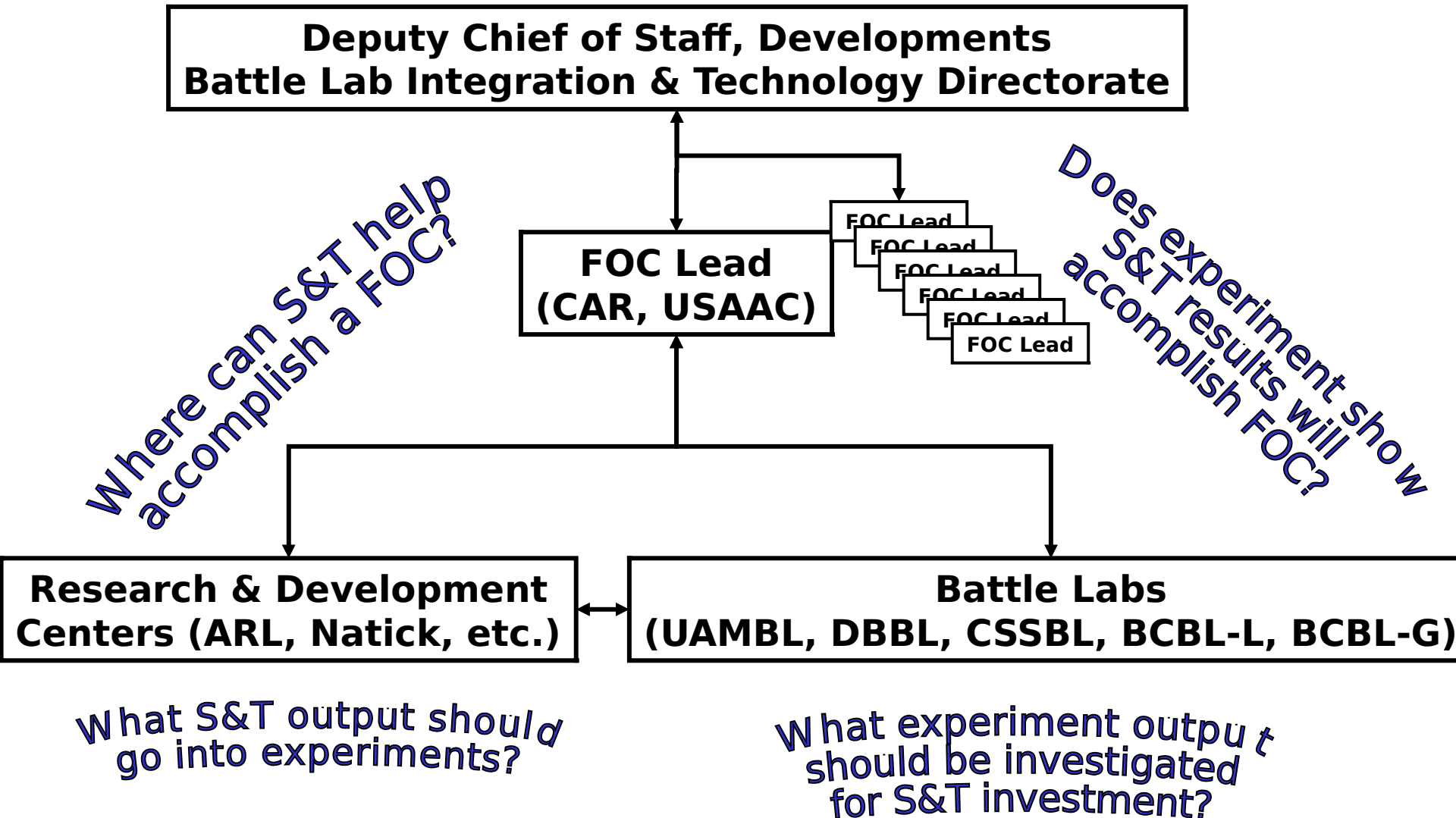


# **Human Engineering FOC** **“Soldier is the Centerpiece”**

- **Develop physically and mentally tough soldiers capable of executing a multitude of skills**
- **Decrease task complexity and execution times to improve performance**
- **Enhance soldier endurance and stamina, to fight effectively in all environmental conditions**
- **Incorporate manpower and personnel integration and usability approaches that reduce soldier load through task transfer, and assist accomplishment of tasks.**

***Need to broaden PAM 525-66 to include all the accessions processes in support of Objective Force Soldier***

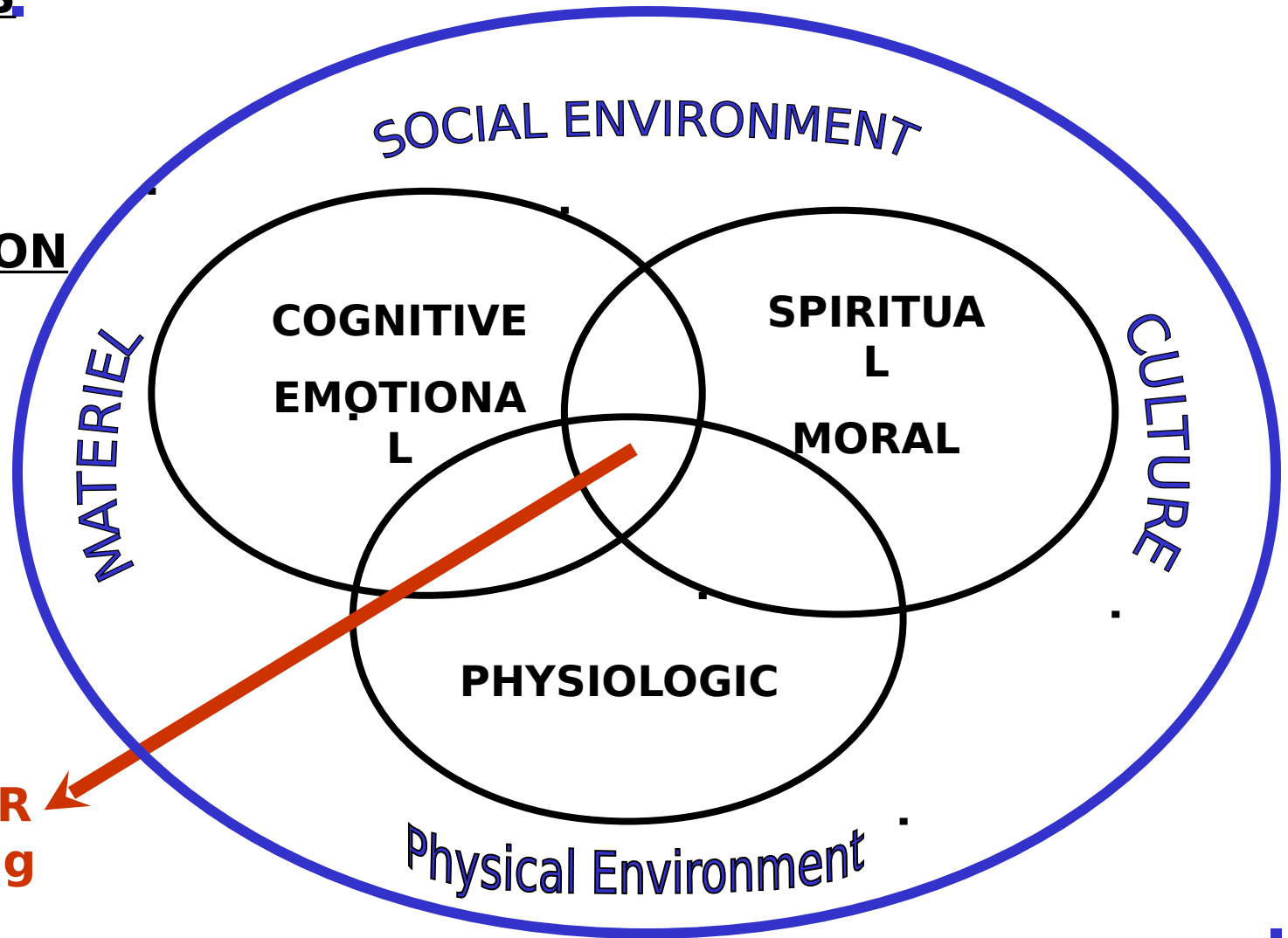
# FOC Relationships & Support



# Human Dimensions Laboratory



**DOMAINS**  
**OF THE**  
**HUMAN**  
**DIMENSION**

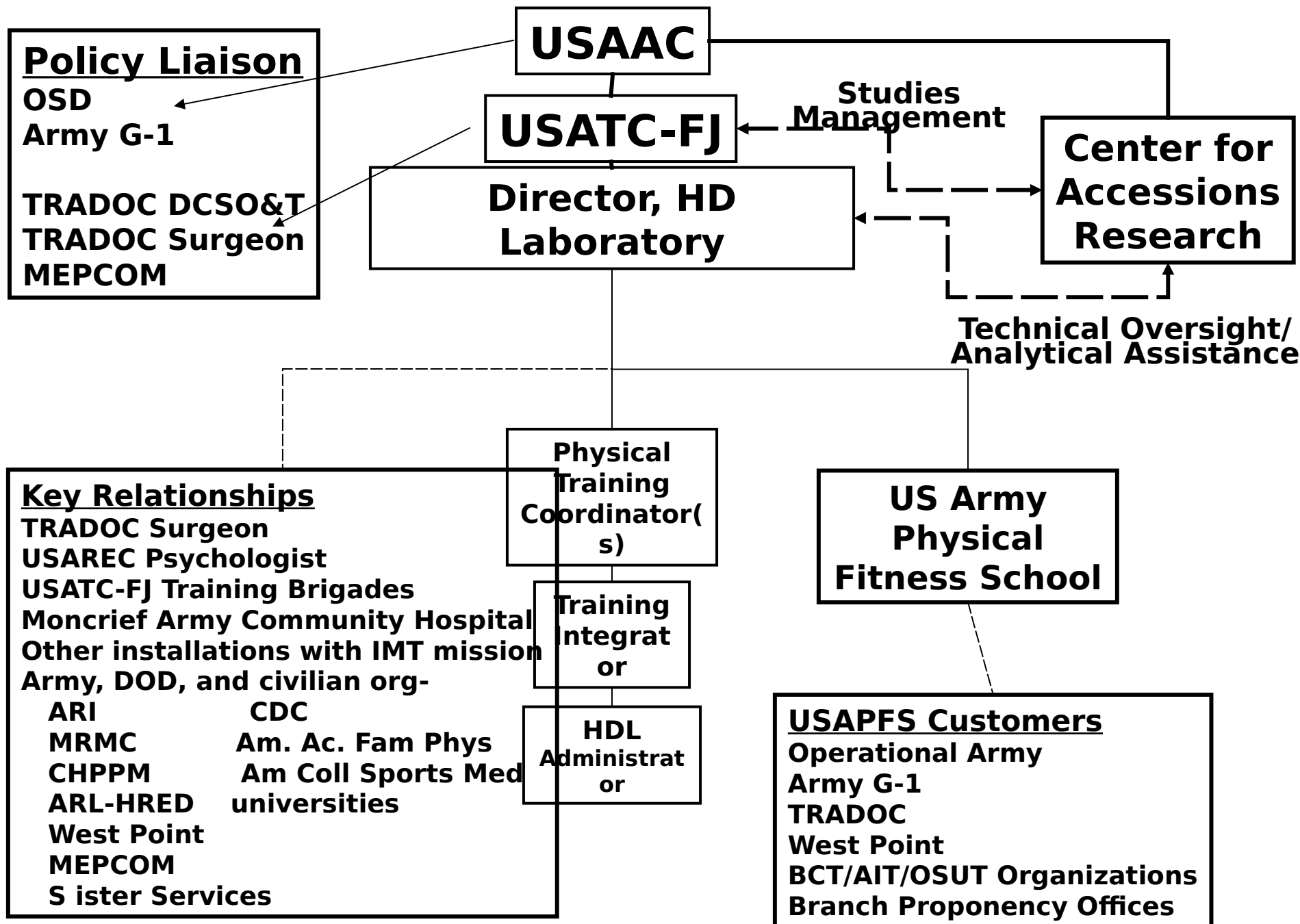


**WARRIOR**  
**Knowledge**  
**e**  
**Skills**  
**Attributes**



# **HDL Mission Statement**

**The Human Dimensions Laboratory (HDL) will provide the TRADOC and Army Accessions Command leadership evidence-based information (knowledge) on the human dimension in support of accessions policy development. The HDL will provide knowledge in the cognitive, emotional, spiritual, moral, and physiologic domains of the human dimension in support of Army Transformation and**

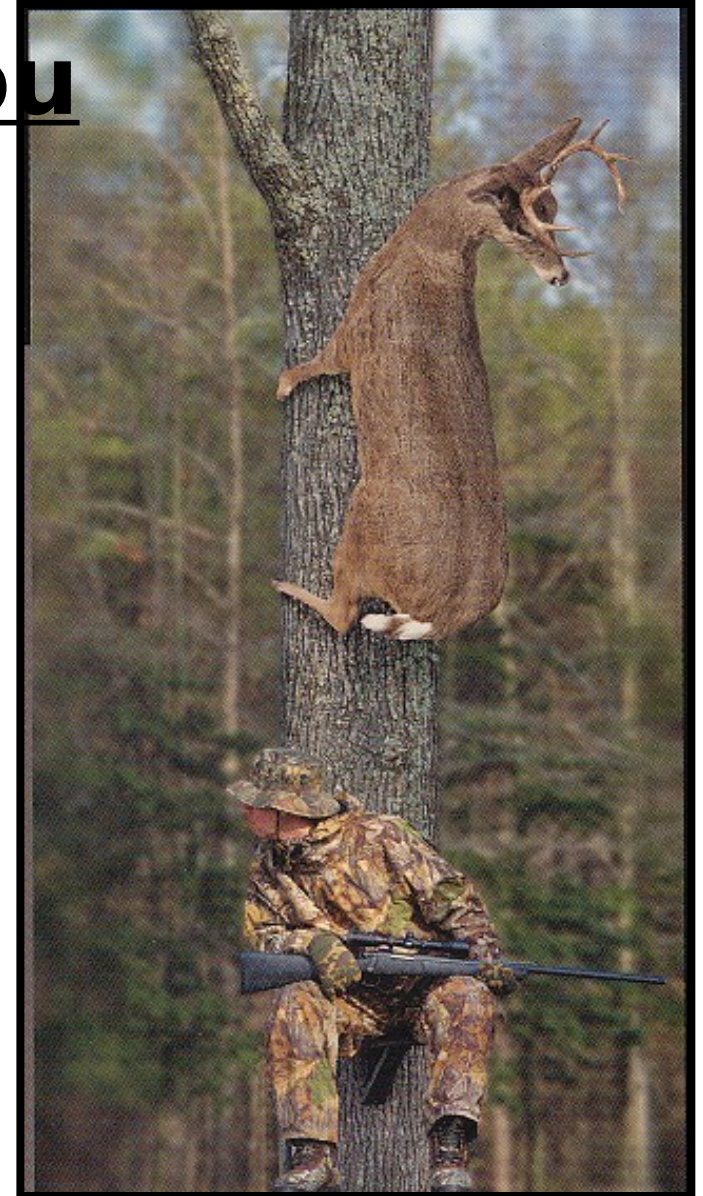


# Your Role



# What we need from you

- **Need to help figure out what we are looking for**
- **Need to know where to look**
- **Need to look really hard**
- **Need to let everyone know when we find it**
- **Always be open to the less than obvious - you just might be surprised**

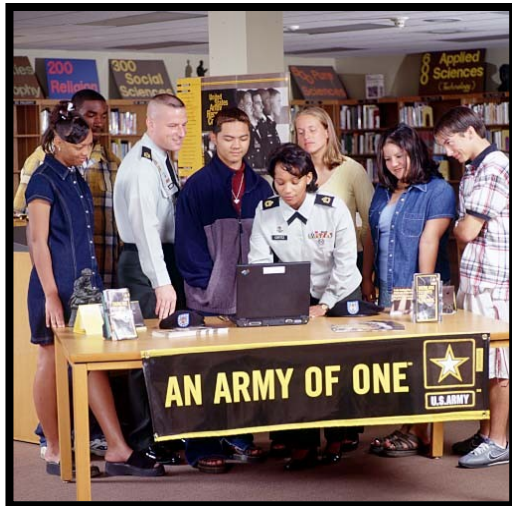


# Questions?



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**22 May 2003**